

The State of Alaska K-12 Schools



Dr. Lisa Parady

Executive Director, ACSA

Robin Jones

Principal, Chief Ivan Blunka School District, SWRSD

President, Alaska Association of Secondary School Principals

President, Alaska Council of School Administrators

Eric Pederson

Principal, Paul Banks Elementary School, KPBSD

President, Alaska Association of Elementary School Principals

Shawn Arnold

Superintendent, Valdez City Schools

President, Alaska Superintendents Association

Karen Morrison

Finance Director, Petersburg School District

President, Alaska Association of School Business Officials

Sam Jordan

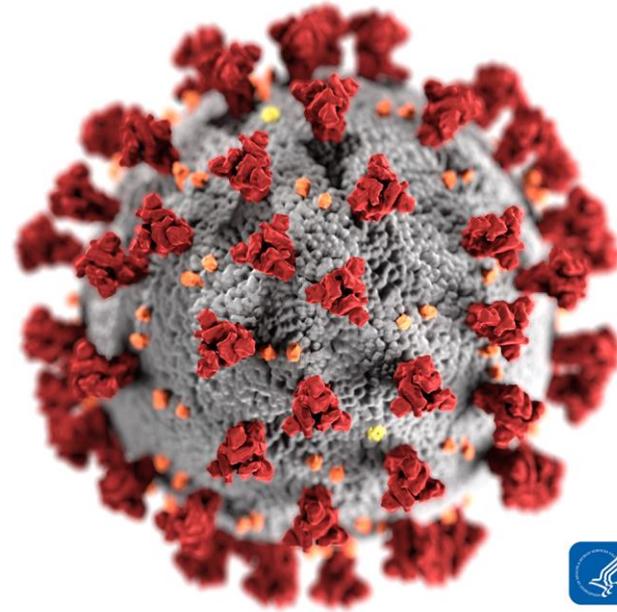
Administrator, Alaska Staff Development Network

Mission Statement

Our Mission: **Leadership, Unity & Advocacy for Public Education**

To create a common voice, advocating for public education by shaping policy and growing leadership capacity across the State.

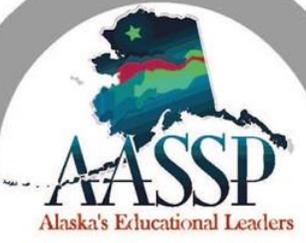
COVID-19



The Alaska Council of School Administrators has posted a COVID-19 information page on our website to provide educators with direct links to critical resources

www.alaskaacsa.org

**Coronavirus
Information
for
Educators**



**We are a private
nonprofit
supporting
statewide public
education in
Alaska**

2020 Joint Position Statements



Adequate funding for public education is our number one priority

Priority Funding for Education

The State of Alaska must provide timely, reliable, and predictable revenue for schools; funding the actual cost of education in all districts and providing full funding for all initiatives, laws and mandates that require additional services. Early notification of funding and forward funding are crucial to sound financial management, as well as recruitment and retention of quality educators.

Revenue Enhanced Fiscal Plan Imperative

Alaska has made progress by cutting the budget and restructuring the use of Permanent Fund earnings for sustainable funding of both the permanent fund dividend and a portion of government services. State expenditures have been cut by approximately 44% (\$3.5 billion) excluding dividends since FY13 when the current run of deficit spending began.

Robin Jones

Principal, Chief Ivan Blunka School District, SWRSD

President, Alaska Association of Secondary School Principals (AASSP)

President, Alaska Council of School Administrators (ACSA)

Alaska Association of Secondary School Principals (AASSP)



*“Creating meaningful connections
through unity in leadership”*



To *guide* people in *developing relationships* so that they can feel deeply *connected* to their work, community, & *each other*.



A recent study identified

Principals

as the most

Trusted Leaders

in our country's most
prominent institutions!

From the *Pew Research Center, 2018*

- Public trust is a principal's greatest asset!
- Public trust provides principals with a platform of credibility that inclines stakeholders to listen when you say what your school needs to succeed - or even what success looks like.
- Public trust puts principals in a better position to advocate for all students!

2020 Joint Position Statements



Adequate funding for public education is our number one priority
Priority Funding for Students
The State of Texas must provide timely, reliable, and predictable revenue for adequate funding and resources for all students and ensure that they are additional services. Early mobilization of funding and bond proceeds to support financial management, as well as recruitment and retention of quality educators.

Reversing Educator Flight Post Recession
States are struggling to attract, recruit, and retain the best and brightest educators for students across all grade levels and subjects. States are also struggling to attract, recruit, and retain the best and brightest leaders for students across all grade levels and subjects. States are also struggling to attract, recruit, and retain the best and brightest leaders for students across all grade levels and subjects.

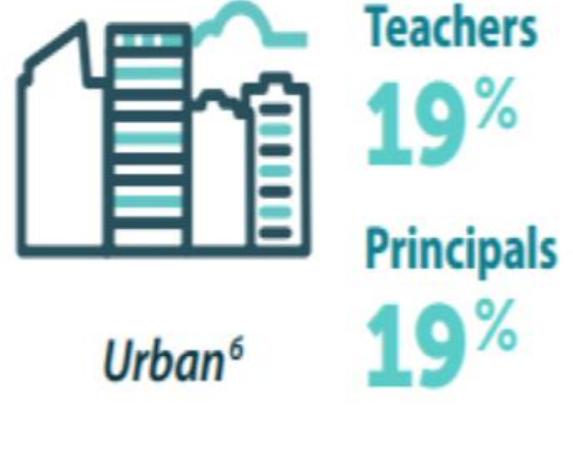
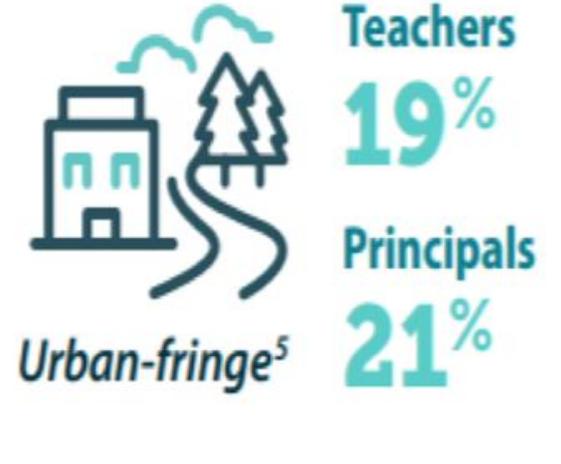
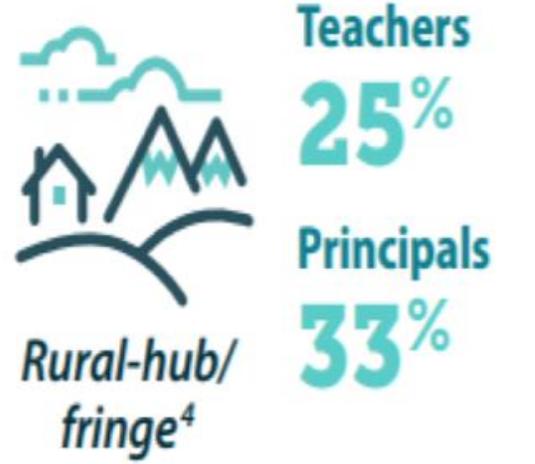
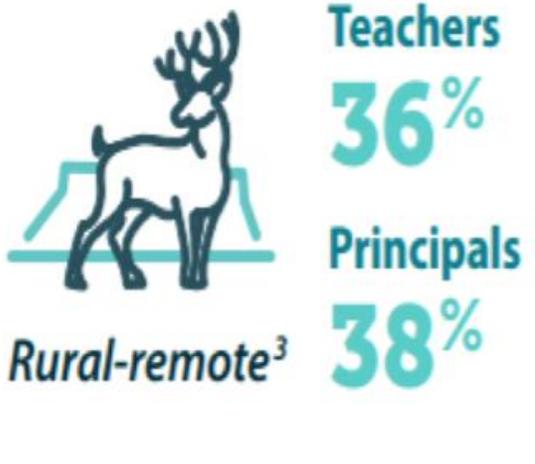
Preparing, Attracting and Retaining Qualified Educators

Retaining effective educators and leaders is essential to closing achievement gaps and increasing student performance in all subjects across all grade levels. ACSA strongly encourages the development of comprehensive statewide programs to prepare, attract and retain high quality educators and professionals. ACSA further recommends strengthening statewide and national recruiting efforts along with a renewed commitment to growing our own educators, teachers, principals and superintendents.



Educator Turnover

Average annual turnover rates for 2012/13 to 2017/18



Source: Educator Retention and Turnover under the Midnight Sun: Examining Trends and Relationships in Teacher, Principal, and Superintendent Movement in Alaska, REL Northwest, 2019

Understanding & Addressing Principal Turnover

*From NASSP & the Learning Policy Institute,
2019*

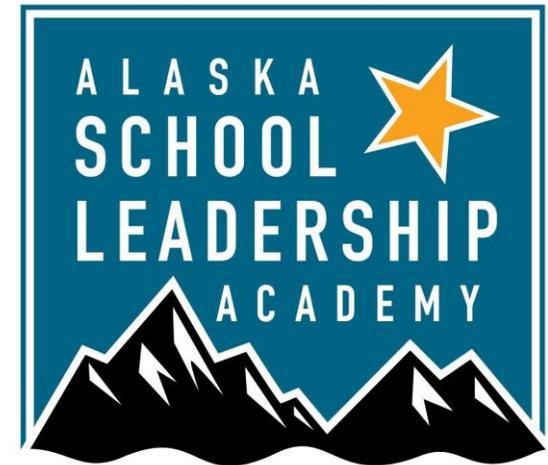
- We know that principals affect student learning through their influence over schools, support of staff, and work to maintain a positive culture and climate.
- Research also demonstrates that a principal's ability to create positive working conditions and collaborative, supportive learning environments plays a critical role in attracting and retaining qualified teachers.
- Teachers cite principal support as one of the most important factors in their decisions to stay in a school or in the profession with the odds of teachers leaving being 17 percent higher when they have a new principal.
- At a time when many schools throughout our state and nation are struggling to find and keep teachers, the leadership of a strong principal takes on added importance for student success.

Alaska School Leadership Academy (ASLA)



Facilitated by ACSA/ASDN, the Principal Academy supports:

- Professional Development
- Principal Mentoring
- Cross-district support



Why Stable Leadership Matters!

- At the school level, principals are the second most important factors associated with student achievement – right after teachers.
- Turnover in school leadership can result in a decrease in student achievement.
- Cost of each teacher turnover is a minimum of \$20,000 (ISER)
- Cost of each principal turnover is estimated to be \$75,000

*Retention
benefits
students the
most!*



WE STAY BECAUSE IT'S
#THEEAGLEWAY

*Stable
Leadership
Matters!*



Alaska Association of Elementary School Principals (AAESP)

Eric Pederson

Principal, Paul Banks Elementary School, KPBSD

President, Alaska Association of Elementary School Principals (AAESP)



**Timely,
Reliable, and
Predictable
Revenue for
Alaska K-12
Education**

Benefits Students...

- Teacher Retention / Staff Stability
- Principal Retention
- Teacher/Principal Connection to Students
- Return on Professional Development Investment

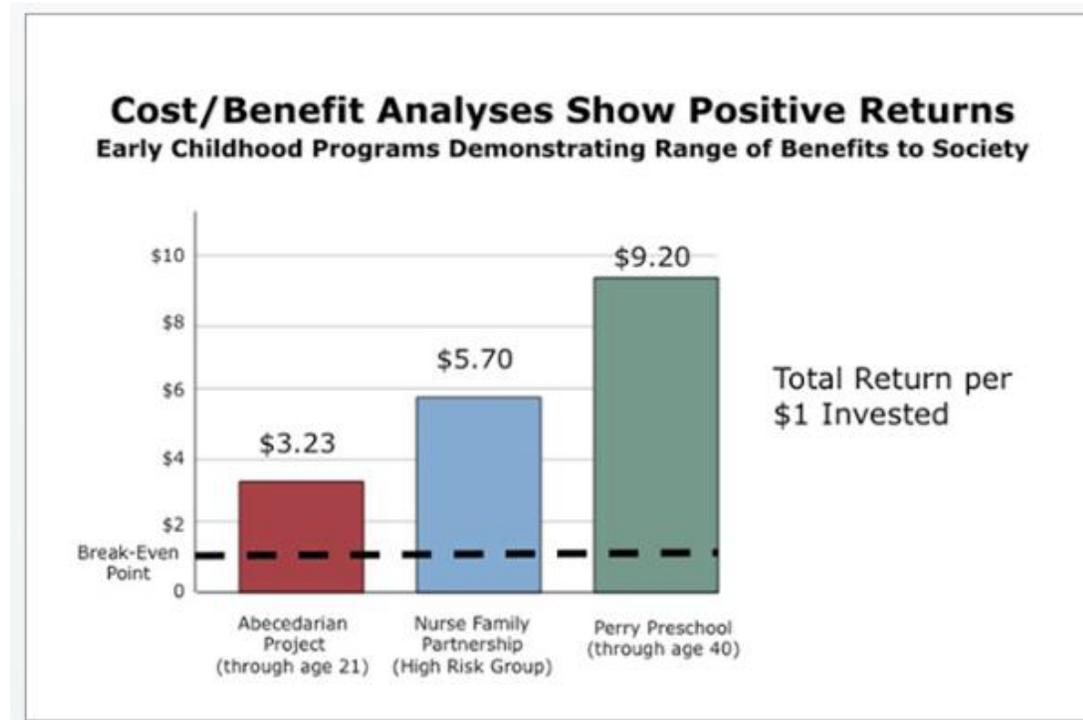


Early Childhood Education

According to the 2019 Alaska Developmental Profile, nearly 70% of Alaska's students enter kindergarten lacking foundational preparation for learning. ACSA believes equitable access to fully funded, sustainable 0-5 and pre-K learning programs provides a foundation of excellent social, emotional and cognitive instruction to students. Research clearly demonstrates that early intervention and instruction is one of the best ways to increase student achievement across all demographics and create the greatest opportunity for all students to read proficiently by third grade. Early childhood education should be part of public school funding through the base student allocation.

Early Childhood Education - Return on Investment

Center on the Developing Child (2007),
Harvard University



Effective early childhood programs generate benefits to society that far exceed program costs.

Responsible investments focus on effective programs that are staffed appropriately, implemented well, and improved continuously. Extensive analysis by economists has shown that education and development investments in the earliest years of life produce the greatest returns. Most of those returns, which can range from \$4 to \$9 per dollar invested, benefit the community through reduced crime, welfare, and educational remediation, as well as increased tax revenues on higher incomes for the participants of early childhood programs when they reach adulthood.

1st Grade



2nd Grade



3rd Grade





4th Grade



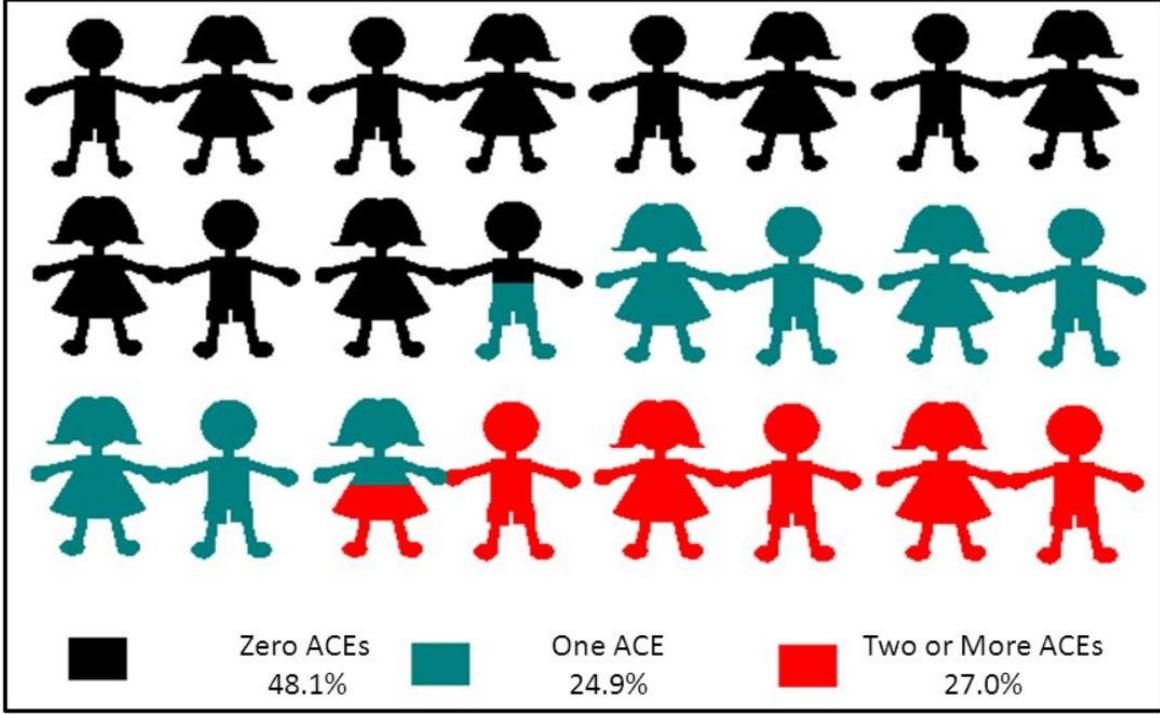
Don't Fret, I Bounced Back



Social, Emotional and Mental Health

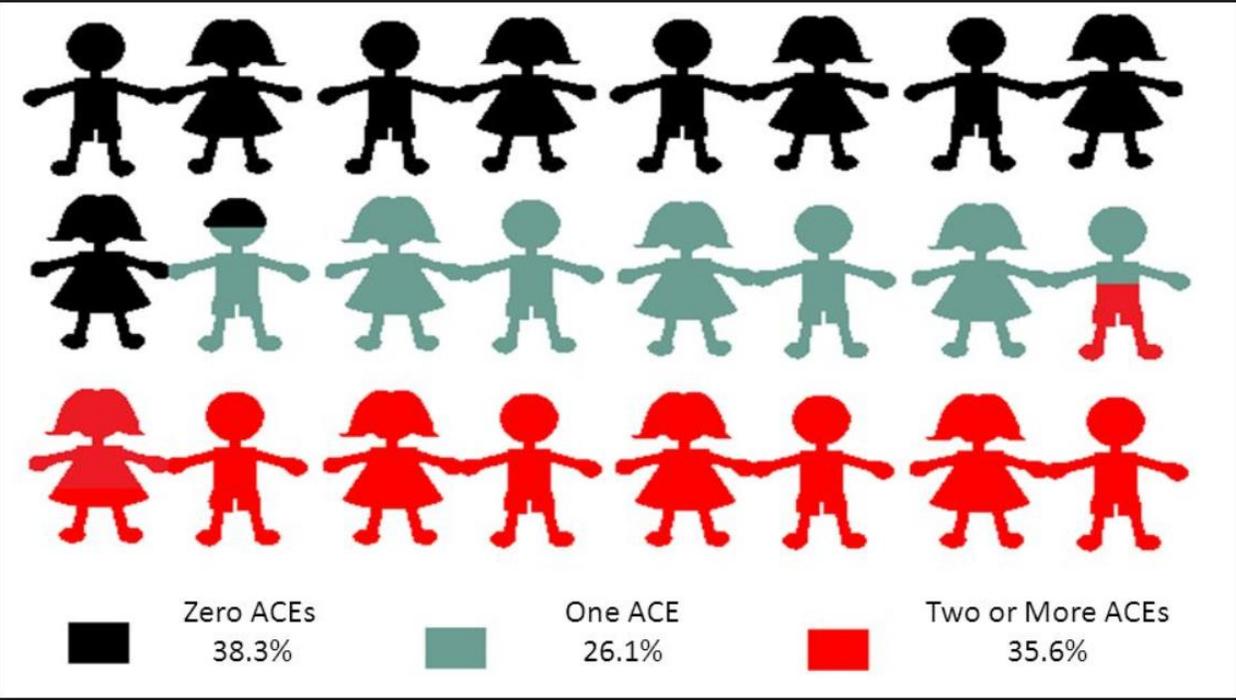
We support funding to enable schools to recruit, retain and increase their access to school counselors, school social workers, school psychologists, nurses and mental health specialists. Increased professional learning opportunities for school leaders and other school staff in planning and implementing interventions for students experiencing childhood trauma and other mental health challenges is also needed. We support increased SEL training, funding and/or personnel to increase SEL in the buildings.

Age 6-11 Year Olds by Number of ACEs in Alaska



Source: National Survey of Children’s Health 2011/2012. Graphic created by the Alaska Mental Health Board/Advisory Board on Alcoholism and Drug Abuse Staff

Age 12-17 Year Olds by Number of ACEs in Alaska



Source: National Survey of Children’s Health 2011/2012. Graphic created by the Alaska Mental Health Board/Advisory Board on Alcoholism and Drug Abuse Staff



ACEs and School

Trauma & ACEs



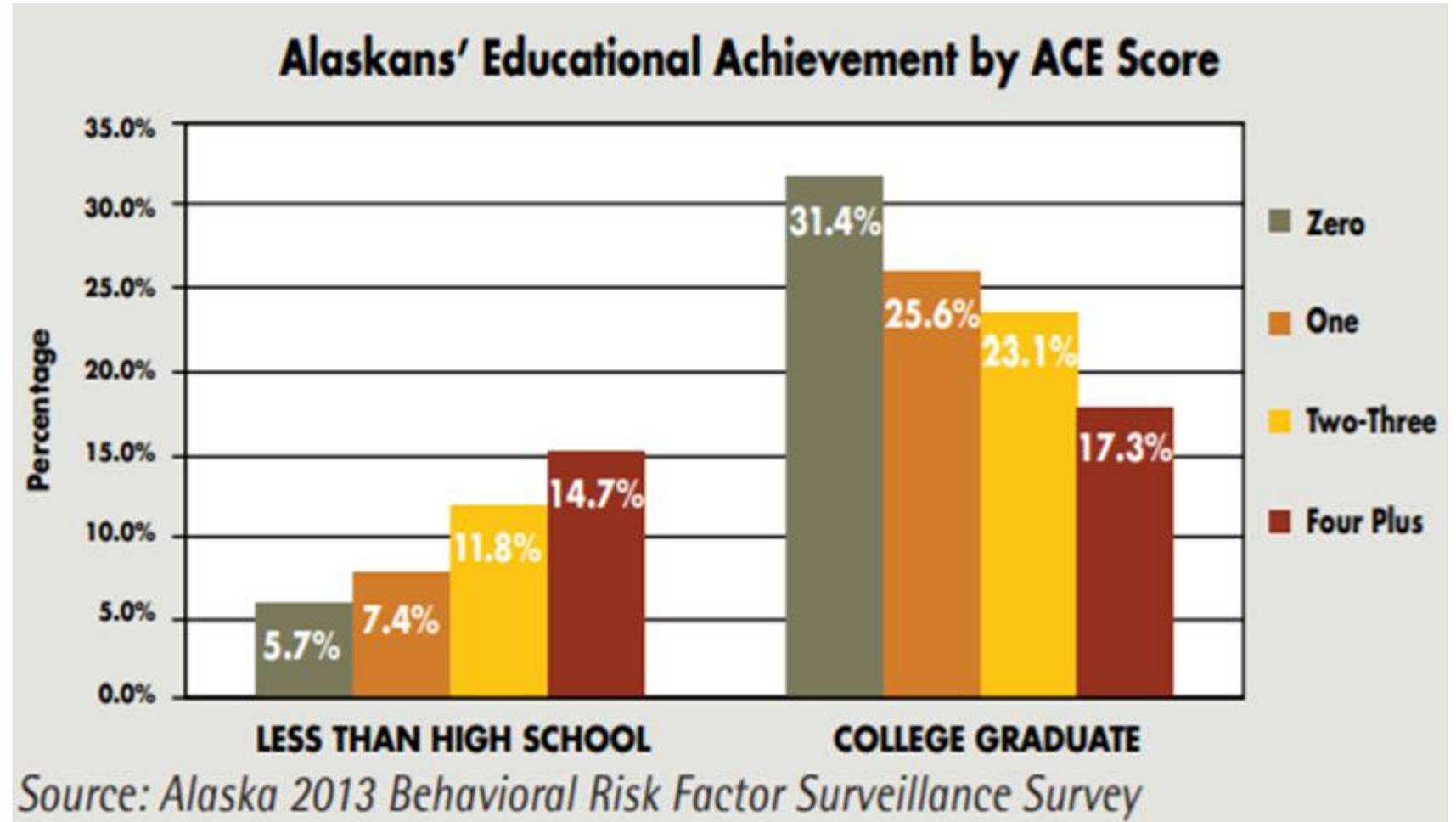
- Child with 3 more ACEs is 5.35 times more likely to exhibit externalizing problems (McKelvey et al, 2018)

- Children with 4 or more ACEs are 32 times more likely to have behavioral problems in school (Burke et al, 2011)

- Children with 2 or more ACEs are 2.67 times more likely to repeat a grade (Bethel et al, 2014)

- High school absenteeism more than doubled for students with 4 or more ACEs (Bellis et al, 2018)

Trauma & ACEs



Annual K-12 Principals' Conference

October 26 - 28, 2019



Annual K-12 Principals' Conference

October 26 - 28, 2019



Alaska Superintendents Association



Shawn Arnold

*Superintendent, Valdez
School District*

*President,
Alaska Superintendents
Association (ASA)*

*Learning 2032: Leading
Change Through Unity*



2020 Joint Position Statements



Adequate funding for public education is our number one priority.

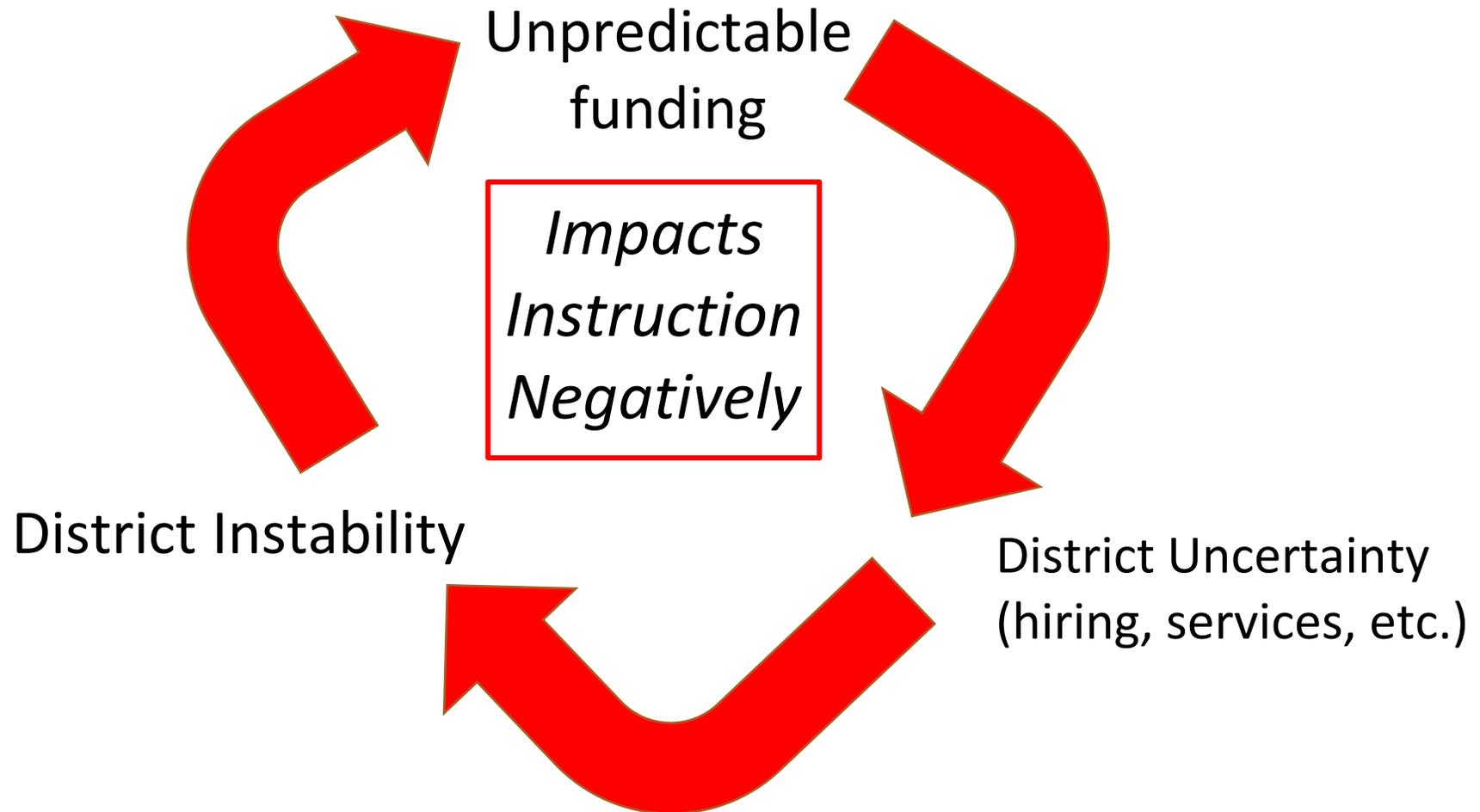
Priority Funding for Education
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Revenue Enhanced Fiscal Plan Imperative
Given the fiscal challenges by state, president and restructuring the use of permanent fundings for sustainable funding of both the government and student and quality of government services, state legislators have agreed to implement the 2020 Revenue Enhanced Plan since 2023 when the current run of deficit spending begins.

Priority Funding for Education

The State of Alaska must provide timely, reliable, and predictable revenue for schools; funding the actual cost of education in all districts and providing full funding for all initiatives, laws and mandates that require additional services. Early notification of funding and forward funding are crucial to sound financial management, as well as recruitment and retention of quality educators.

Cycle of Uncertainty



The K-12 Instability Equation

Superintendent Turnover

+ Principal Turnover

+ Teacher Turnover

Instability

ASA ALASKA SUPERINTENDENTS ASSOCIATION

Superintendents of Alaska

Last update: 07/22/15

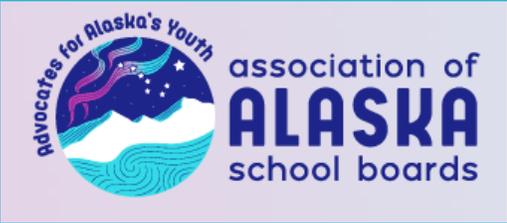
Alaska Superintendents Association

If you have a picture to submit, please email asa@alaskaschools.org

Teacher Recruitment

Unfilled Alaska Teacher Vacancies at the Beginning of the 2019-2020 School Year	
Remedial Specialist	1
Teacher	124
SPED Teacher	63
Correspondence Teacher	2
Online Course Facilitator Teacher	1

- Districts in year-round recruitment cycle
- More employers than employees at job fairs
- Competing with salaries and benefits in the lower 48



The Great Work of Alaska's Public Schools



Volume 2 | March 2020

What Alaskans Believe about Public Education

Published on behalf of the following education advocacy groups

CEE
Coalition for
Education Equity
of Alaska

ACSA
Alaska Council
of
School Administrators

AASB
Association of
Alaska
School Boards

AASSP
Alaska Association of
Secondary School
Principals

AAESP
Alaska Association of
Elementary School
Principals

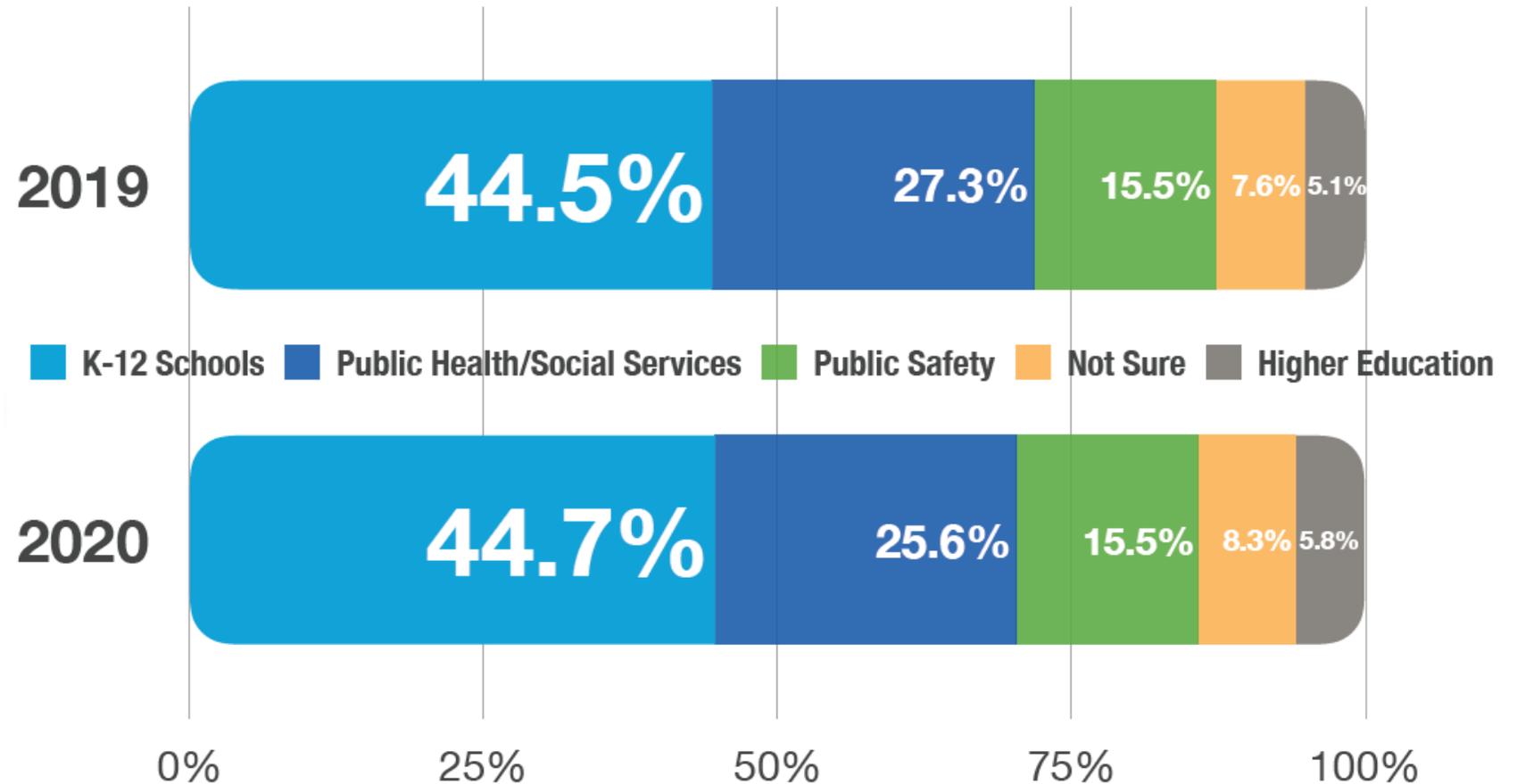
ALASBO
Association of
School Business
Administrators

ASA
Association
Superintendents
Association



Alaskans believe public education should be the highest priority for government spending

Zogby
Polling
Data



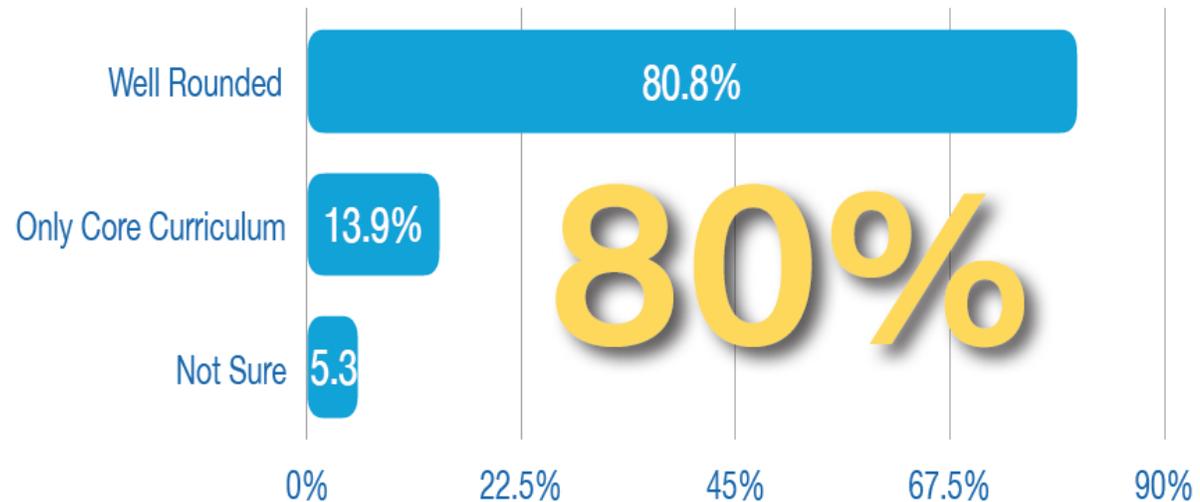


Zogby Polling Data

72%

Alaskans overwhelmingly support state funded public pre-school

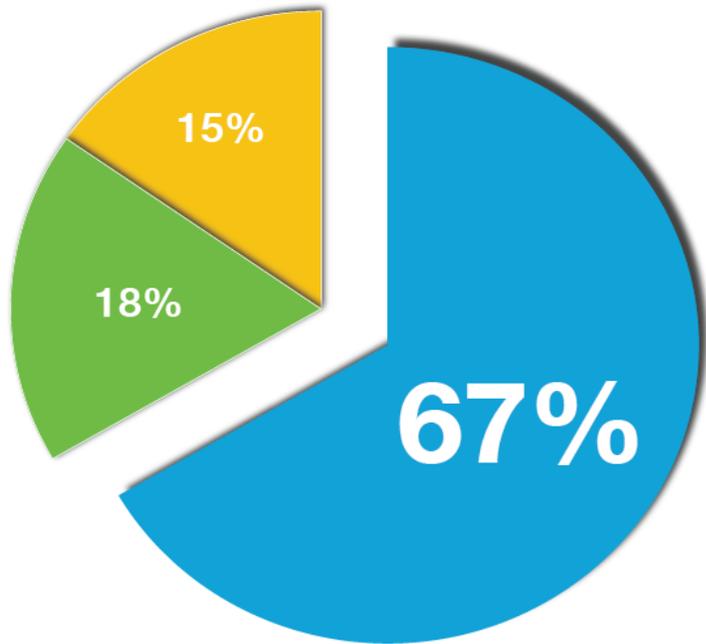
Alaskans believe our public schools should provide a well-rounded education



Alaskans support elected officials who:

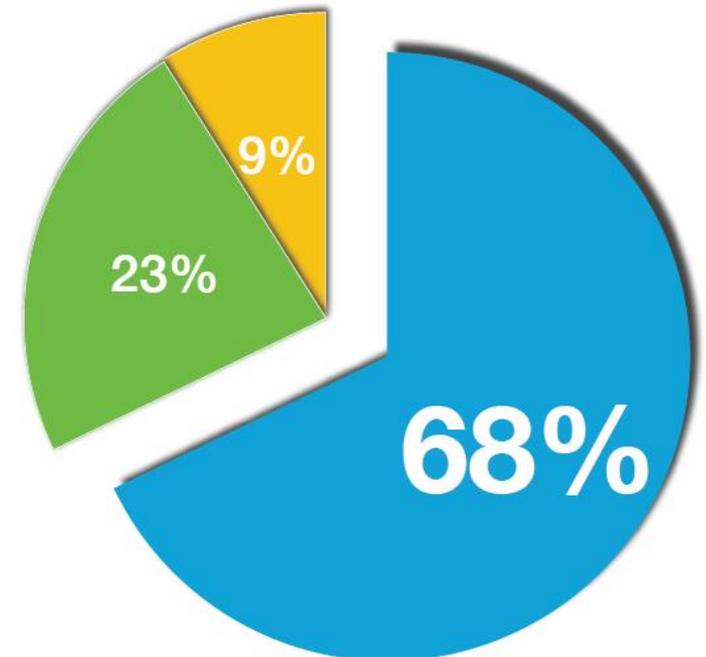
• Support increased funding for public schools

- Support increased funding
- Support decreased funding
- Not Sure



• Support innovation in public schools

- Supports improvements and innovation in education
- Supports providing public funding of private school alternatives
- Not sure



New, Incoming and Aspiring Superintendents Cohort



Created to provide new, incoming and aspiring superintendents with mentorship and support in their first two years on the job

Coordinator: **Sean Dusek** - Former Superintendent
from Kenai Peninsula Borough School District

Alaska Association of School Business Officials



Karen Morrison

*Finance Director,
Petersburg School District*

*President, Alaska
Association of School
Business Officials*





Alaska Association of School Business Officials

Mission: To promote the highest standards in school business practices.

Vision: Educating stakeholders in the effective use of resources for the benefit of Alaska's children.

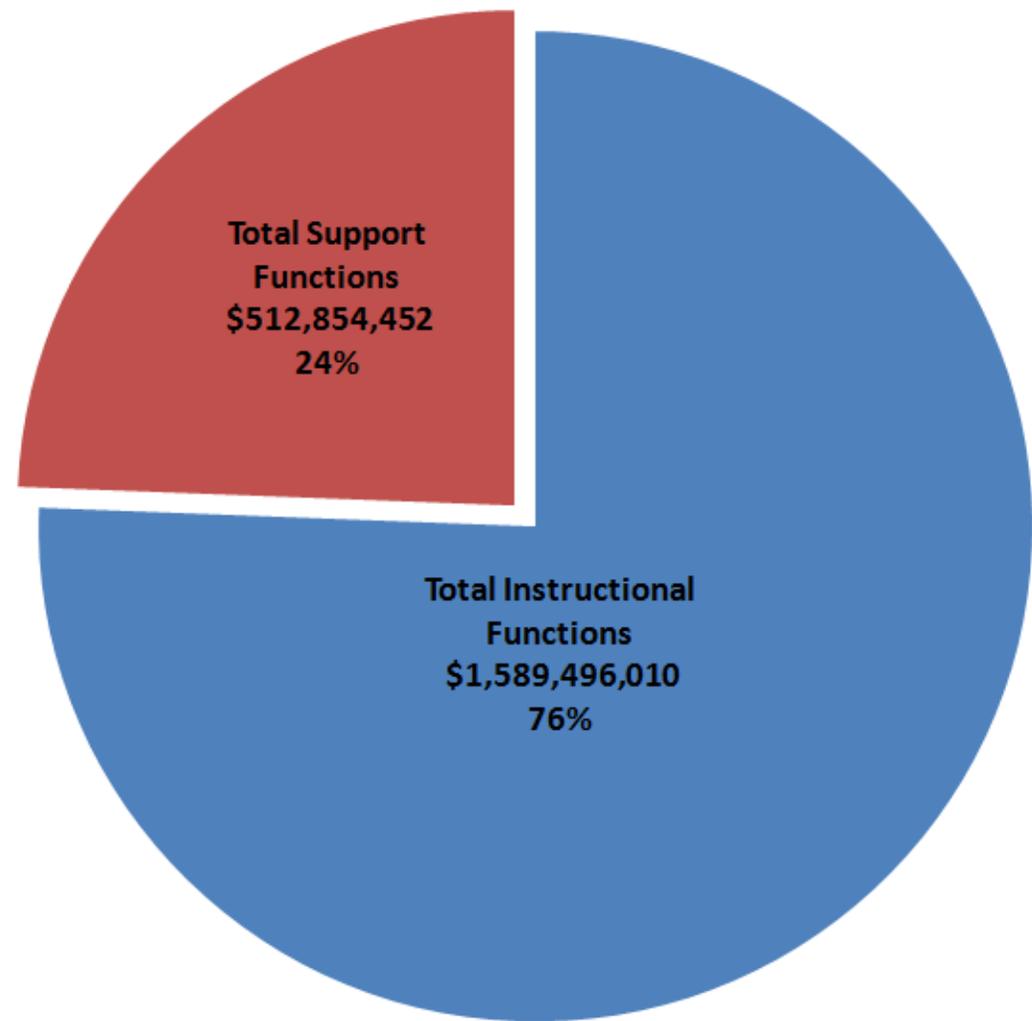
Values:

- Ethical standards
- Sharing knowledge and expertise
- Advancing the interests of all members
- Accurate, objective, consistent information
- Collegiality
- Efficiency
- Collaboration

<http://www.alasbo.org/introduction-to-alasbo/>



Combined All School Districts State of Alaska
General Fund (School Operating Fund)
Budgeted Expenditures- Fiscal Year 2020



FY2020
Total Budgeted
Expenditures
\$2,102,350,462

Source: <https://education.alaska.gov/schoolfinance/budgetsactual>
Select: 2020 Under **Expenditures**

76%
**FY2020 Average
Operating Budgets
Spent on Direct
Instructional Costs**

Alaska Districts Spend an Average of 76% on Instructional Costs

How does the Census Bureau calculate 53.3% spending on instructional costs?

- **Census Bureau data uses only functions 100 Instruction & 200 Special Education as Instruction.**
- **Census Bureau included other funds with all expenditures – such as food service and transportation.**

Average of instructional costs for all states is 61%, per Census Bureau.

Alaska Instruction cost – 76% instructional costs -- operating fund only

- **Alaska DEED's Uniform Chart of Accounts (COA) provides compliance, standardization and comparability of account codes used by school districts.**

AS 14 14.17.520 *

- **70% mandate for instruction is no longer in statute – the definition of instruction was based on Function codes 100 Instruction – 400 School Administration.**

***HB156 repealed this requirement in 2016.**



Alaska Instructional Cost per Alaska Department of Education and Early Development Uniform Chart of Accounts by Function

All of these cost centers directly affect students instructionally

Function # and Description	Included in Alaska as Instruction	Included in U. S. Census Bureau as Instruction
100- Instruction: includes regular, bilingual, gifted/talented, correspondence, and vocation instruction costs.	Yes	Yes
200- Special Education Instruction	Yes	Yes
220- Special Education Support Services	Yes	No
300- Support Services Students: includes guidance, social work, health services, boarding homes and attendance.	Yes	No
350- Support Services Students: includes improvement of instruction, library, in-services, and instructional related technology.	Yes	No
400- School Administration: includes principals- does not include secretaries or school office operation costs.	Yes	No

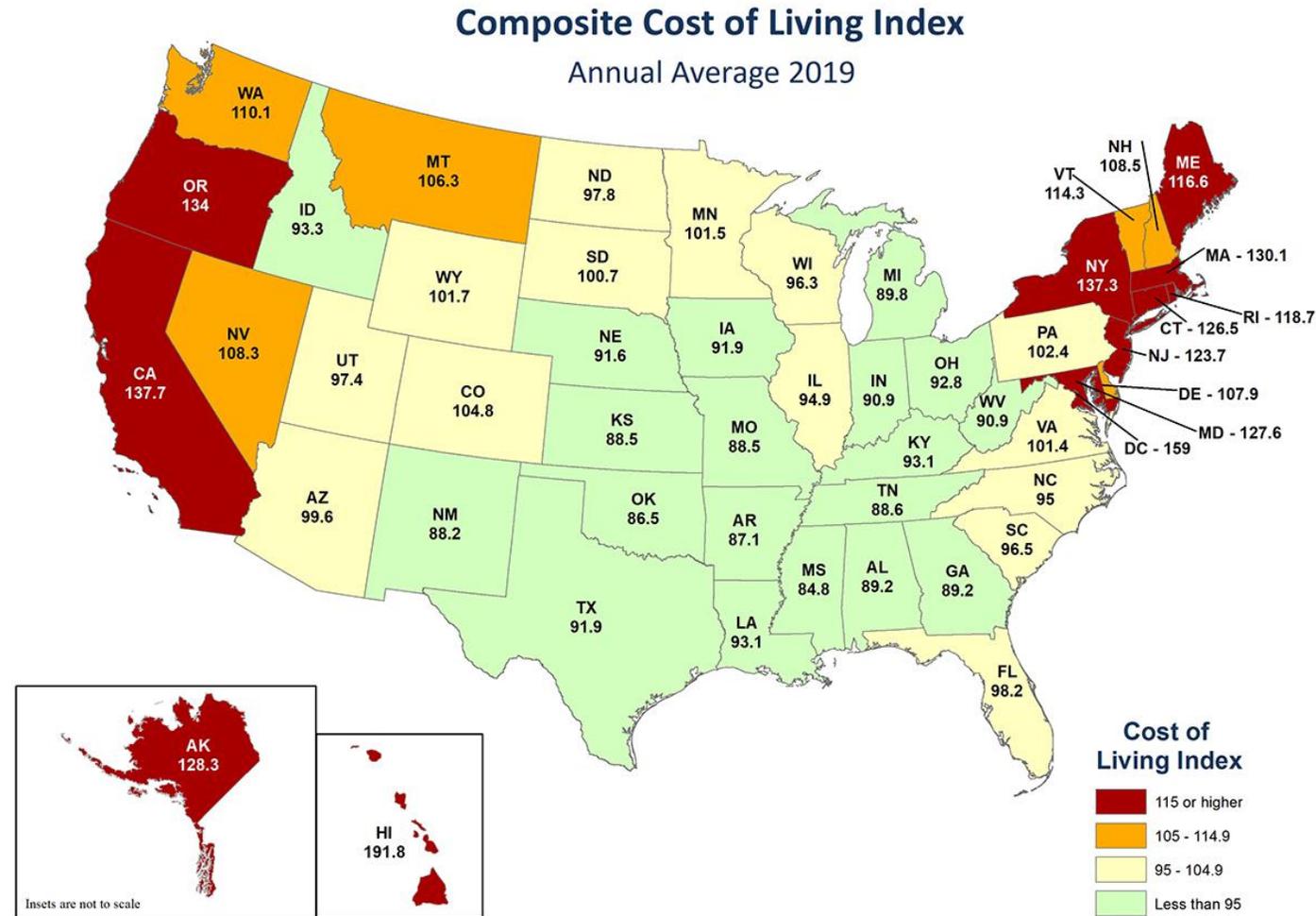
Costs are Higher in Alaska

CPI Increased by 17.2% from 2011 to 2019

- Alaskan **health care costs** are the most expensive in the nation.
- High cost of **workers' compensation**; direct correlation with health care costs.
- Higher **energy costs** vary widely between urban and rural areas of the State.
- Alaskans pay their teachers a fair salary. Alaska's competitive compensation is eroding; in 2018, Alaska ranked 25th in the nation with teacher salaries adjusted for cost of living.
- Must provide teacher housing in remote school districts.
- Shipping and transportation costs are very high.

Factors Affecting the Cost of Operations In Alaska

- Most geographically dispersed state in the nation
- Fuel and supplies must be delivered in the summer when rivers or oceans are open or it must be flown in, increasing total cost
- Impact of reduced and/or eliminated Alaska Marine Highway System
- Increasing reliance on air transportation by school districts for supplies, staff, and students



<https://meric.mo.gov/data/cost-living-data-series>



Alaska K-12 Funding (FY2011 – FY2021)

Current BSA
\$5,930

BSA Increased
4.4% from 2011 to
2020

BSA adjusted for
inflation in FY20
\$6,451



Additional Education Business Resources

- Legislative Budget & Audit Reports:
<http://lba.akleg.gov/documents/publications/>
- DEED Uniform Chart of Accounts:
https://education.alaska.gov/publications/chart_of_accounts.pdf
- Alaska Association of School Business Officials (ALASBO): <http://www.alasbo.org/>

**Sam
Jordan**

*Grants and Outreach
Administrator - ASDN*



**Alaska Staff
Development
Network**

Who We Are



Kathy Blanc



Kelly Tonsmeire



Sam Jordan



Ceann Murphy



Cheryl Bobo



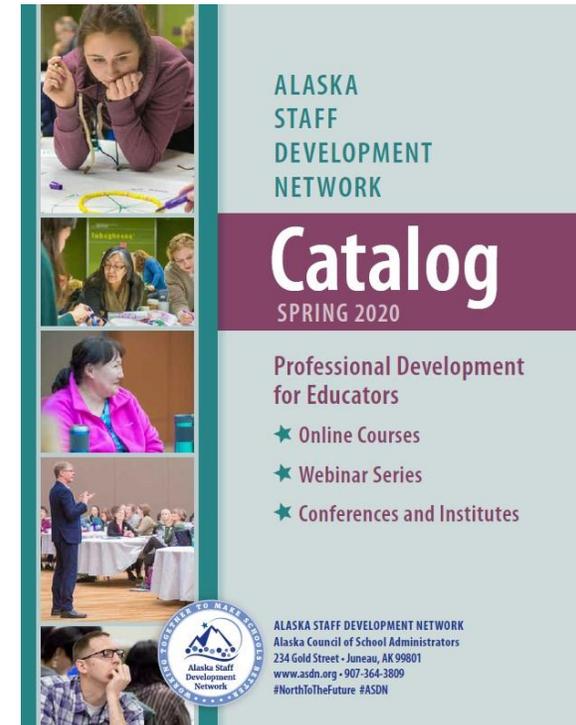
Tammy Morris

Alaska's Statewide Resource for Professional Development



Our Mission: To provide Alaskan educators with multiple pathways to refine instructional practice and maintain certification.

- Have **5000** overall registrations annually
- Serve over **2,000** educators annually with online classes
- Offer **70** self paced quality professional development courses
- Offer **8** webinar series yearly that serve over **700** Alaskan educators
- Host largest PK-12 professional development conference in Alaska with **1 in 10 Alaskan educators** in attendance.



Alaskan Education Conferences



Annual RTI / MTSS Effective Instruction Conference

- Served **1,000+** Alaskan educators from 49 districts in 2020
- Largest statewide PK-12 Conference in Alaska
- Cost savings for districts to stay in-state



Alaskan Education Conferences



Response To Intervention / Multi Tiered Systems of Support



- When students struggle with academic achievement or behavior, schools need a method for providing systematic and data driven intervention.
- **RTI and MTSS systems identify and provide intervention before students get too far behind.**

Alaskan Education Conferences



The annual RTI / MTSS Effective Instruction Conference **hosts national experts** in effective instructional practice

- Social Emotional Learning and Building Positive Relationships
- Effective Instructional Strategies in ELA, Mathematics and Computer Science
- Early Childhood
- School and District Leadership
- Special Education Supports

ASLI - Supporting Rural and Small School Leadership

Alaskan Education Conferences



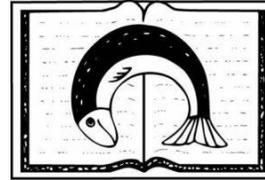
- **Leading for Resilience**
- **Leading Effective Literacy Instruction**

ALASKA SCHOOL LEADERSHIP INSTITUTE

RURAL AND SMALL SCHOOLS
MAY 27-29, 2020
DOWNTOWN HILTON HOTEL
ANCHORAGE, AK

ASDN is the lead professional learning partner in four Federal grants

District Partnerships



- **Strengthening Indigenous Learning & Academics (SILA)**
Bering Strait School District
- **SISamat (Four) Strategies for Iñupiaq Success Project**
North Slope Borough School District
- ***QUYURRAMTA: All Of Us Together Project***
Lower Kuskokwim School District
- ***MaCSA: Math and Computer Science Advancement Project***
Yukon Koyukuk School District



GEAR UP

Gaining **E**arly **A**wareness and **R**eadiness for **U**ndergraduate **P**rograms

- Lower Kuskokwim School District / Bering Strait School District
- 7-year project
- Focuses on college and career readiness



District Partnerships



Statewide Leadership Development



Designed to provide early career principals with a collegial cohort that is engaged in networking, skill building and mutual support.

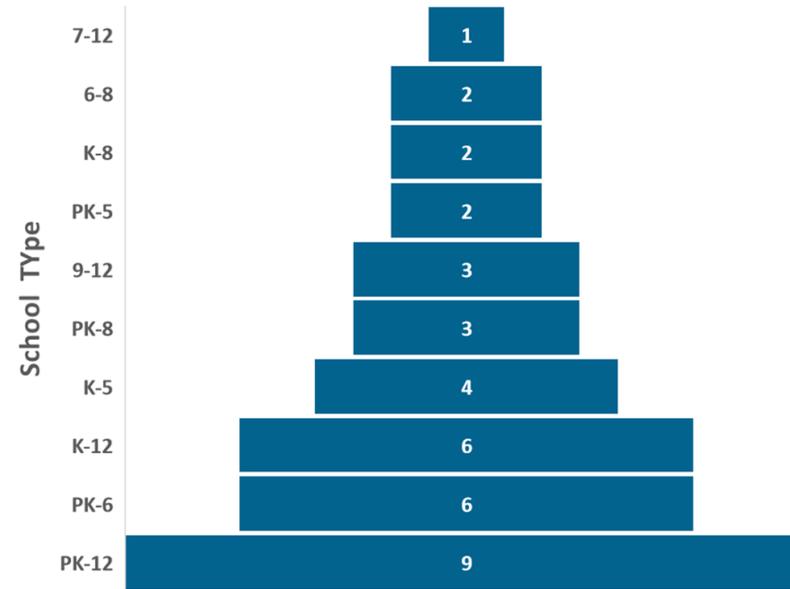


Statewide Leadership Development

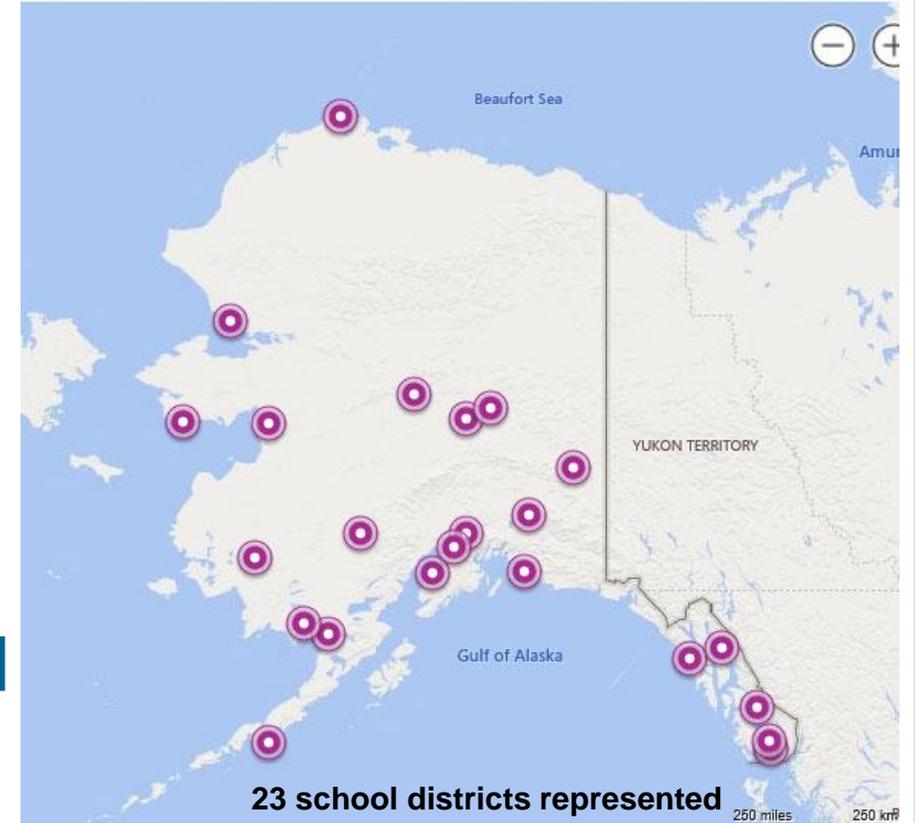


Two current ASLA Cohorts

The 38 first- and second-year principals in the ASLA program by school configuration



- *20 new principals are at schools that include a Pre-K program
- *26 new principals supervise an elementary program
- *25 new principals oversee a middle school program
- *19 new principals have responsibility for high school programs



Statewide Leadership Development



**PERSONALIZED
MENTORING**



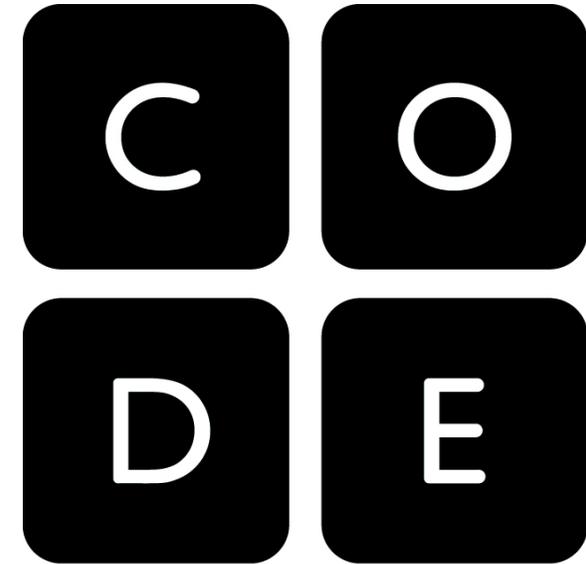
**PROFESSIONAL
NETWORKING**



**ADVANCEMENT OF
LEADERSHIP SKILLS**



Code.org Regional Partnership



Code.org®
Regional
Partner

Code.org Regional Partnership

Industries increasingly driven by computer science in Alaska...



- Alaska currently has **981 open computing jobs** (3.5 times the average demand rate in Alaska).
- The **average salary** for a computing occupation in AK is **\$81,560**

Code.org Regional Partnership



Now in year 2, this project has provided **40** computer science professional development trainings to over **580** Alaska educators.



Statewide Professional Learning Network



 Victoria Terzian ASD/NAPL Follow Message	 Nichole Pieper ASD/NAPL Follow Message	 Michelle Byer ASD/NAPL Administrator Follow Message	 Amy Chase ASD/NAPL Follow Message	 Laura Anthony ASD/NAPL Follow Message	 Benjamin Farber ASD/NAPL Ttl Grade / Teacher Follow Message	 David Fair ASD/NAPL Follow Message	 Dean Richards ASD/NAPL Other / Coach Follow Message	 Samantha Thornton ASD/NAPL English Language Arts / Teacher Follow Message
 Theresa Weisz ASD/NAPL Follow Message	 Bill Cornell ASD/NAPL Administrator Follow Message	 Rob Thompson ASD/NAPL Coach Follow Message	 Erin Schalk-Charles ASD/NAPL Other / Coach Follow Message	 Kayla Ashe ASD/NAPL Follow Message	 Geoffrey Wyatt ASD/NAPL Follow Message	 Laura Nevada ASD/NAPL Follow Message	 Angela Busch Alston ASD/NAPL Teacher Follow Message	 Marilyn Doore ASD/NAPL Specialized and Support Staff Follow Message
 Nathan Pitt ASD/NAPL Administrator Follow Message	 Robert McClary ASD/NAPL Specialized and Support Staff Follow Message	 Famela Garcia ASD/NAPL Coach Follow Message	 Rebecca Daniels ASD/NAPL Follow Message	 Joan Walser ASD/NAPL Educational Consultant Follow Message	 Lenny Cruif ASD/NAPL Math / Teacher Follow Message	 Leah Babcock ASD/NAPL Follow Message	 Frank Peper ASD/NAPL Follow Message	 Wendy Demers ASD/NAPL Teacher Follow Message
 CJ Levine ASD/NAPL Follow Message	 Kim Meek ASD/NAPL English Language Arts / Teacher Follow Message	 Martha Lamont ASD/NAPL Follow Message	 Bo Sahr ASD/NAPL Follow Message	 Supanika Ackerman ASD/NAPL Follow Message	 rebecca paul ASD/NAPL St. Grade / Teacher Follow Message	 Michael Byer ASD/NAPL Follow Message	 mark drummty ASD/NAPL Follow Message	 Megan Morton ASD/NAPL Specialized and Support Staff Follow Message

Statewide Professional Learning Network



- **Online platform** of professional development resources for Alaskan educators
- **1500** registered users
- District / Program Use Examples:
 - Micro-credentialing
 - Discussion groups
 - Learning plans
 - Alaska School Leadership Academy
 - District Literacy Training

Our Alaskan Schools Blog





“The Great Things Happening in Alaska’s Schools”

ouralaskanschools.edublogs.org

Our Alaskan Schools Blog

Tags

AAESP AASSP ACSA Alaska Anchorage School District Annette Island School District ASDN ASTE Bering Strait School District Black History Month Code.org coding commitment Community computer science drone educators effective instruction Elders Elementary School Fairbanks North Star Borough School District GEAR UP Juneau Public Schools Kenai Peninsula Boro School District leadership makerspace Matanuska-Susitna Borough School District middle school music North Slope Borough School District Principals professional learning Reading school library Southwest Region School District statewide teacher retention teachers Technology Twitter Valdez City Schools Winter Wrangell Public Schools Yukon-Koyukuk School District Yupiit School District

Questions





Dr. Lisa Skiles Parady
Executive Director

lparady@alaskaacsa.org

Twitter: @acsaasdn

Facebook: Alaska Council of School
Administrators

907-586-9702



Thank you